



Educator Vacancy January 2025

Introduction

Screen 21-Educator Vacancy of the MOSIS October Educator Core data collection lists the status of vacant elementary and secondary (not adult) educator positions of full-time equivalents (FTEs) in the areas of Teachers, School Counselors, Building-Level Administrators, and Superintendents.

A vacancy exists if any position needs to be filled for the current school year. This would include any educator that left a district/charter school in the prior year, for any reason, and required a district/charter school to fill or alter that position for the current school year.

The four options available to a school district or charter school for addressing the vacancy are:

- Filling the position with an appropriately certified educator
- Filling the position with an inappropriately certified¹ educator
- Leaving the position vacant
- Altering, eliminating, or changing the position to another position without hiring someone (i.e. increasing student-teacher ratio or student-administrator ratio)

The Office of Educator Quality within DESE uses this information for state reporting purposes such as the Educator Vacancy Report and the Recruitment and Retention Report. More importantly, DESE uses this information to better understand issues and needs regarding Missouri's educator workforce to inform recruitment strategies that support and benefit school districts and charter schools.

The 2024-25 report reflects a 100% response rate of all 556 district/charter schools. These district/charter schools employ approximately 80,000 educators in the state and serve over 897,000 Missouri students.

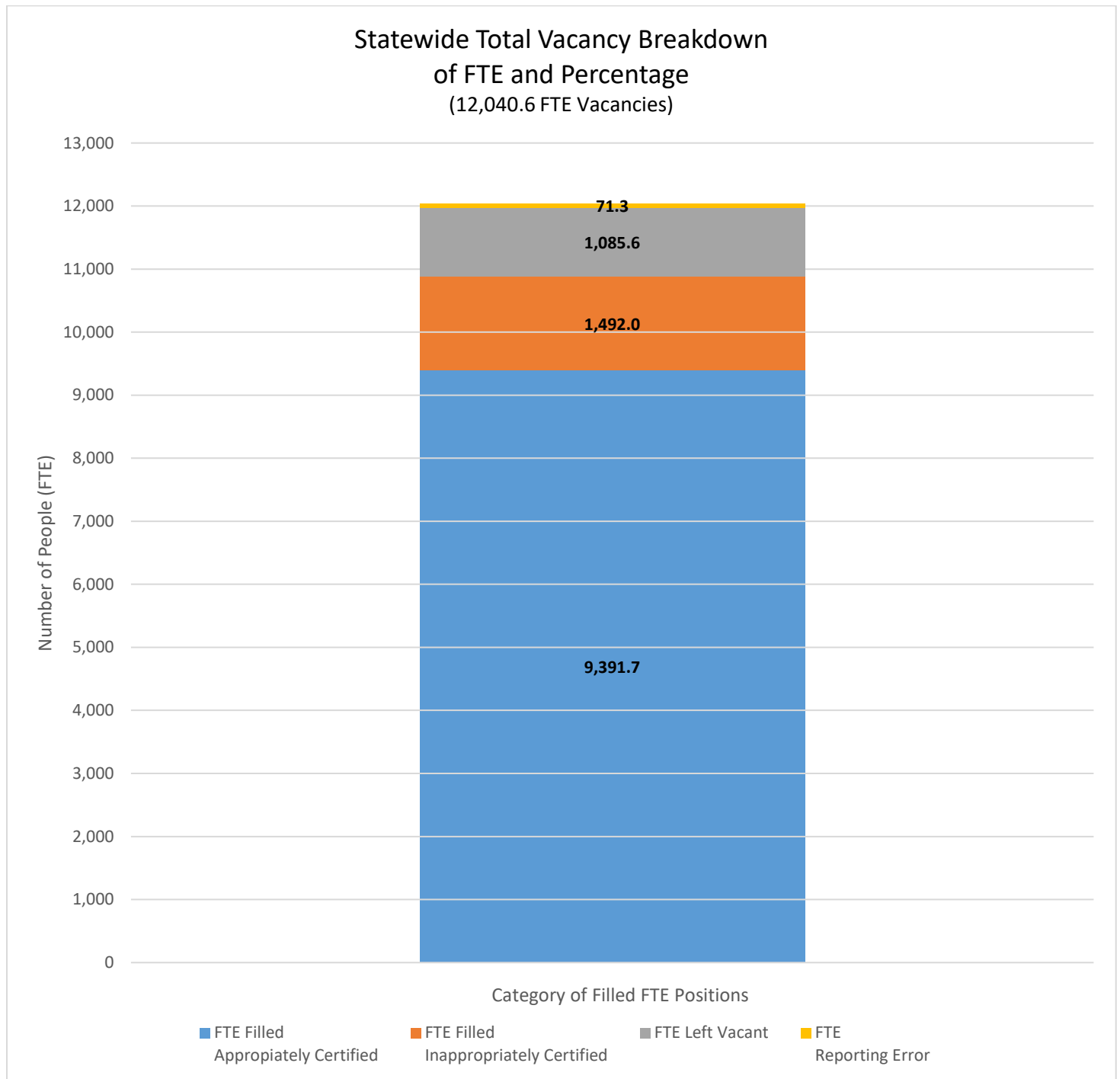
¹ Inappropriately certified is anyone in any subject area or grade level for which they are not certified. (Educators with Temporary or Provisional Certificates would be considered appropriately certified if they are in the correct subject area and/or grade level)

Key Findings

- There were 12,040.6 total vacancies reported by the 556 district/charter schools that employ over 80,000 educators and serve over 897,000 Missouri students.
- Of those vacancies, 9,391.7(78.0%) were filled with appropriately certified educators, 1,492.0(12.4%) were filled with inappropriately certified educators, and 1,085.6(9.0%) were left vacant.
- The largest number of vacancies for 2024-25 were in the certification areas of Elementary Education, Special Education, and Early Childhood Education.
- Elementary Education was reported with the highest number of vacancies in all nine regions of the state.
- In approximately two-thirds of the nine regions, Elementary Education and Special Education was the most common position left vacant while in the other one-third of the nine regions, Secondary Mathematics and Counselor - Elementary was the most common position left vacant.
- Elementary Education had the highest number of vacancies filled with inappropriately certified educators. However, Special Education and Early Childhood Education had higher percentages of vacancies filled with inappropriately certified educators.
- Special Education had a higher number of positions left vacant 259.4 and highest percentage left vacant 14.4%.
- The next highest four of the top 20 certification areas with vacancies were:
 1. Physical Education
 2. Language Arts
 3. English
 4. Middle School Mathematics
- Many certification areas with lower numbers of vacancies have higher percentages of those vacancies filled with inappropriately certified educators. For instance, Middle School Science had more vacancies filled with inappropriately certified educators, while Business had the highest percentage of vacancies filled with inappropriately certified educators.

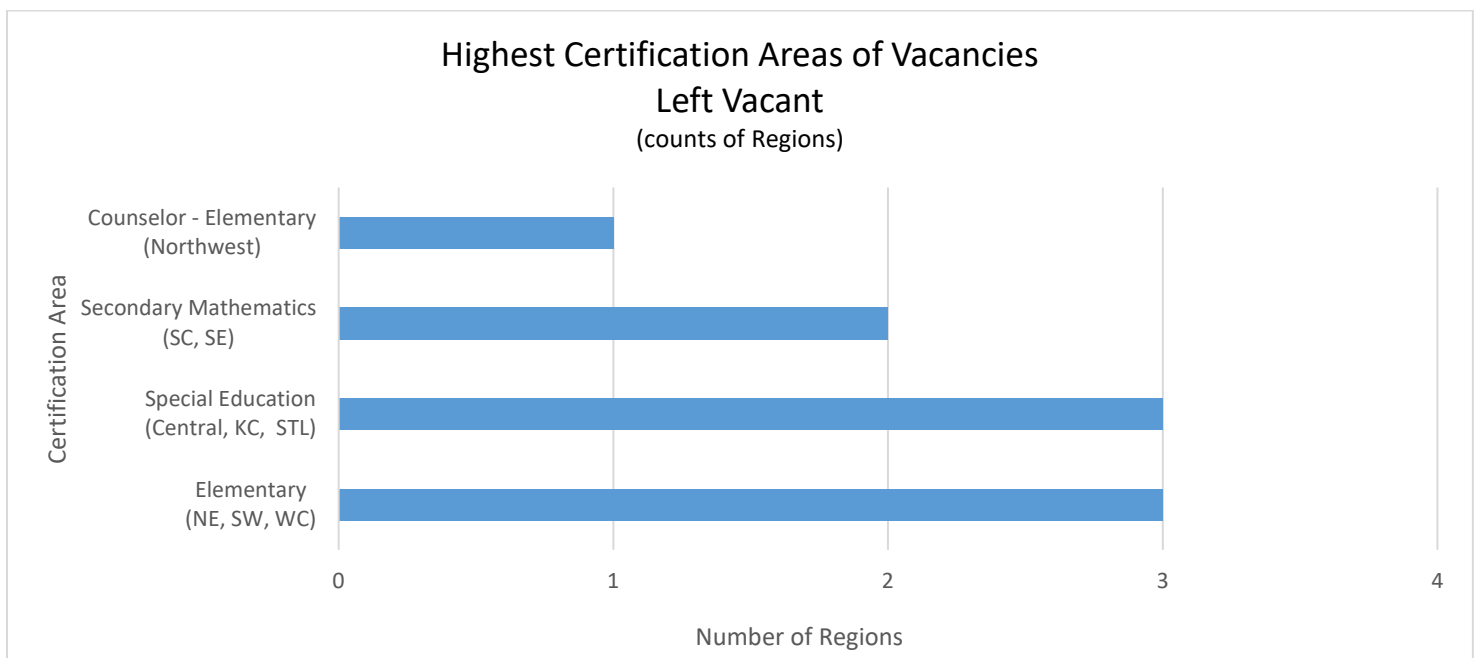
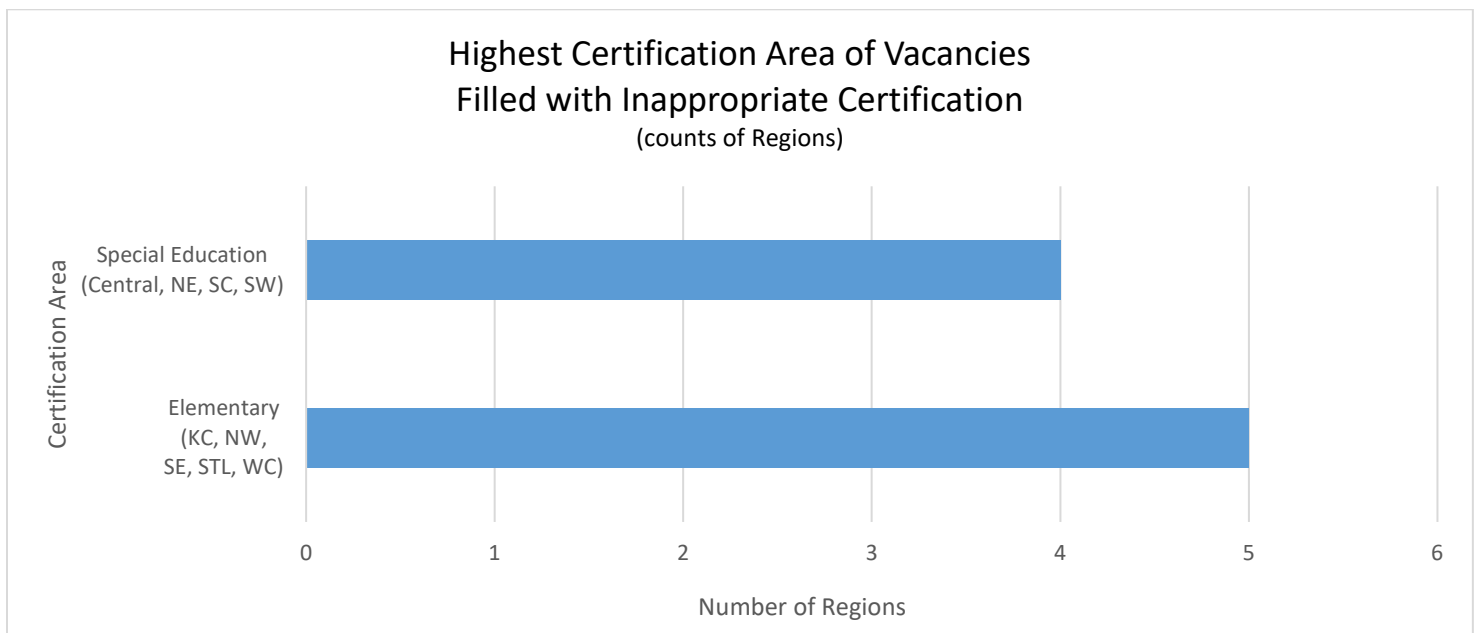
Statewide Total Vacancies

There were 12,040.6 total FTE vacancies reported for the state. The graph below represents the total vacancies reported and the positions that were filled with appropriately certified individuals (78.0%), inappropriately certified individuals (12.4%), and those positions left vacant (9.0%).



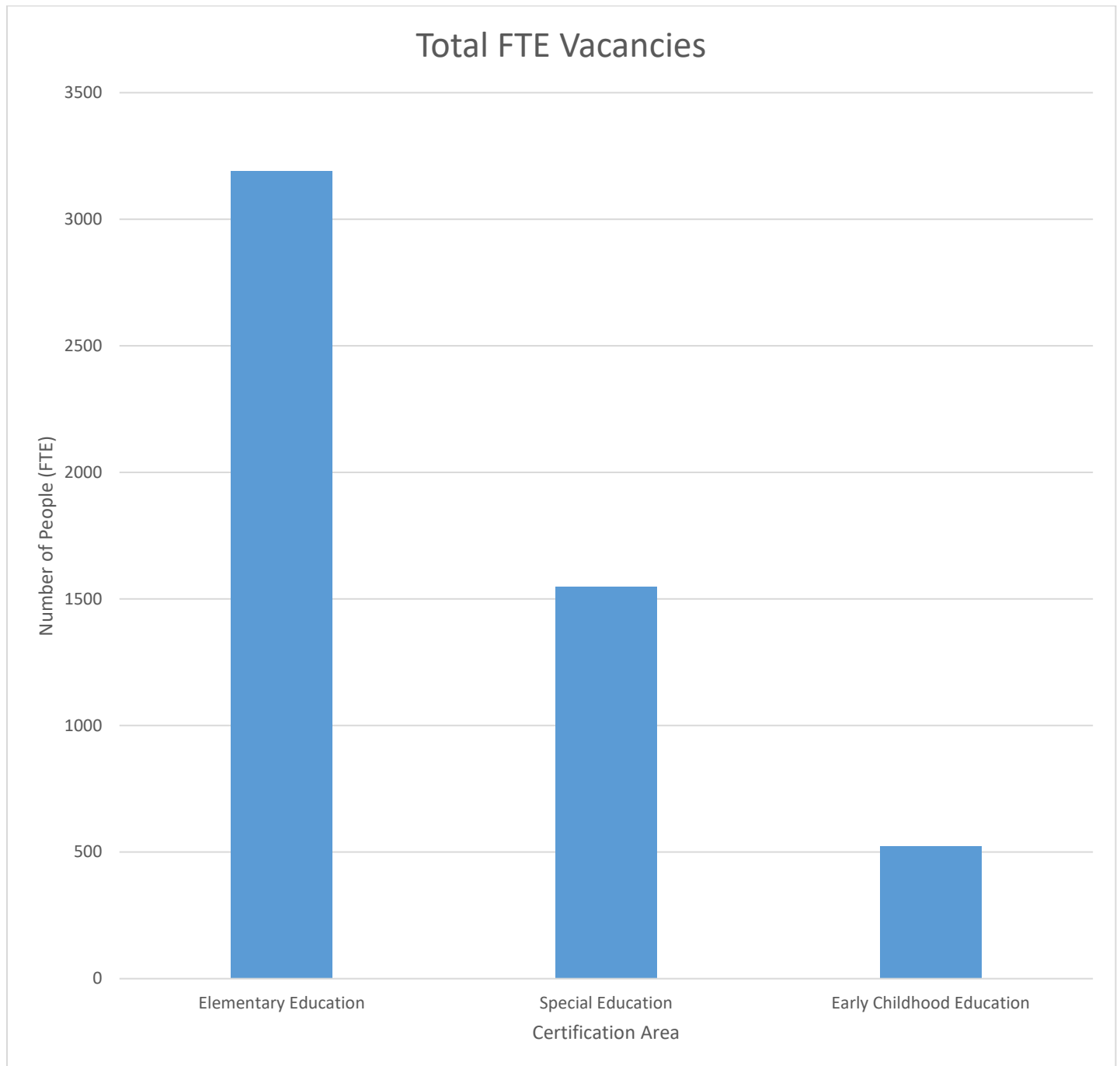
Regional Vacancies

All regions in the state reported Elementary Education as having the highest number of vacancies. Elementary Education (5 regions) and Special Education (4 regions) reported the highest number of vacancies and percentages of vacancies filled with inappropriately certified individuals. Elementary Education was reported with the highest number of vacancies that were left vacant in the regions of Northeast, Southwest, and West Central. Special Education was reported with the highest number of vacancies left vacant in the regions of Central, Kansas City, and St. Louis. Secondary Mathematics was reported with the highest number of vacancies that were left vacant in the regions of South Central and Southeast. Elementary Counselor was reported with the highest number of vacancies that were left vacant in the Northwest region.



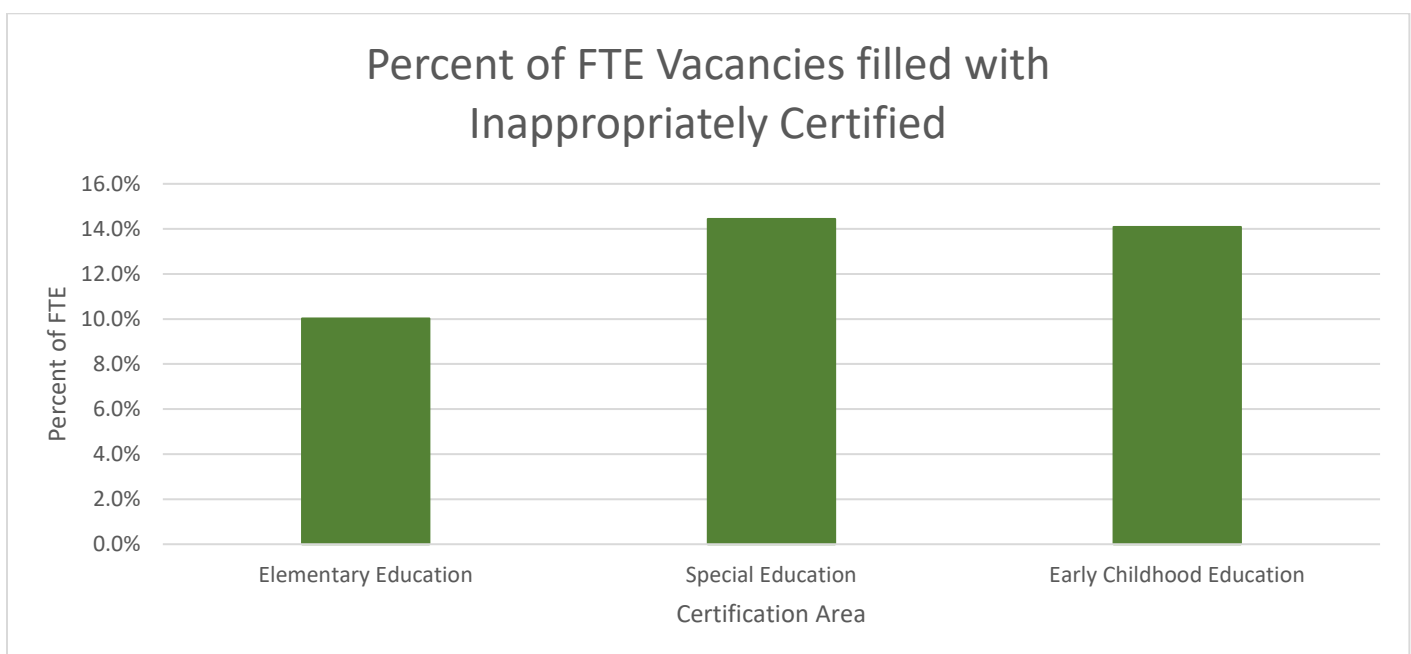
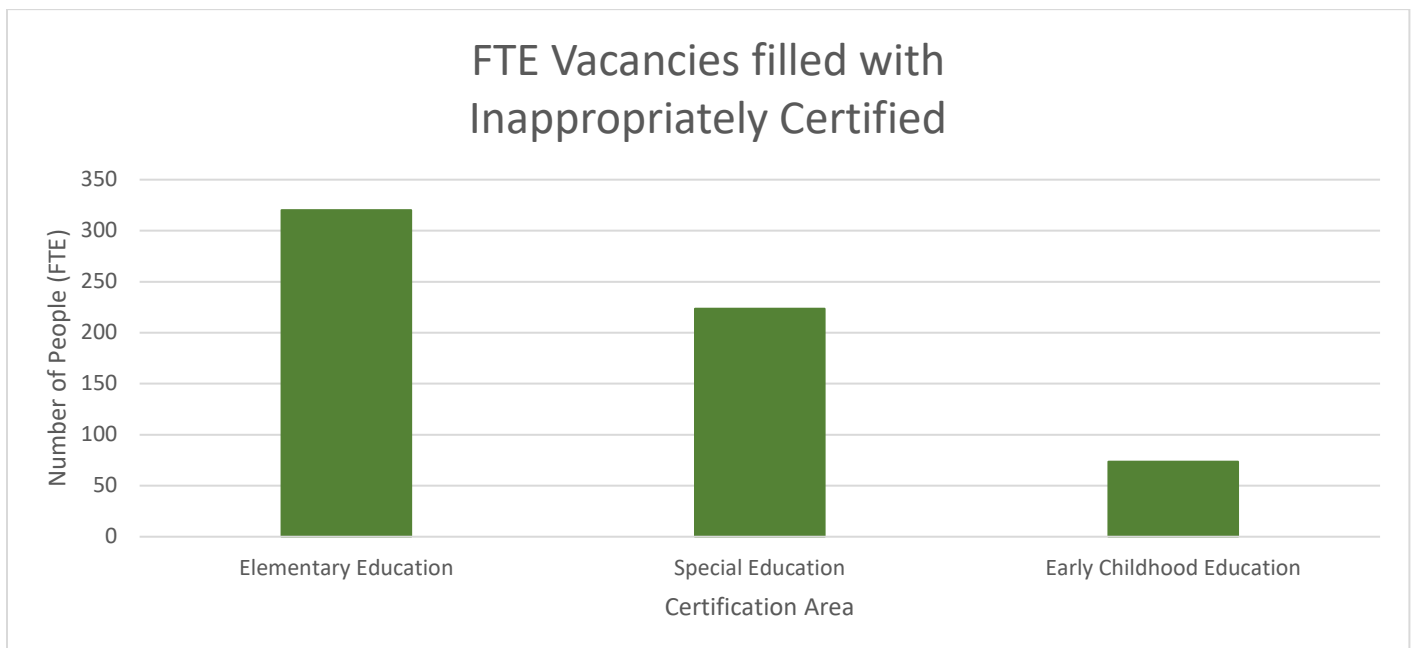
Statewide Total Vacancies

The following graph shows the number of vacancies statewide for the top three certification areas with the highest numbers of FTE vacancies in the state. There were 3,190.8 vacancies in Elementary Education, 1,548.3 vacancies in Special Education, and 522.0 vacancies in Early Childhood Education.



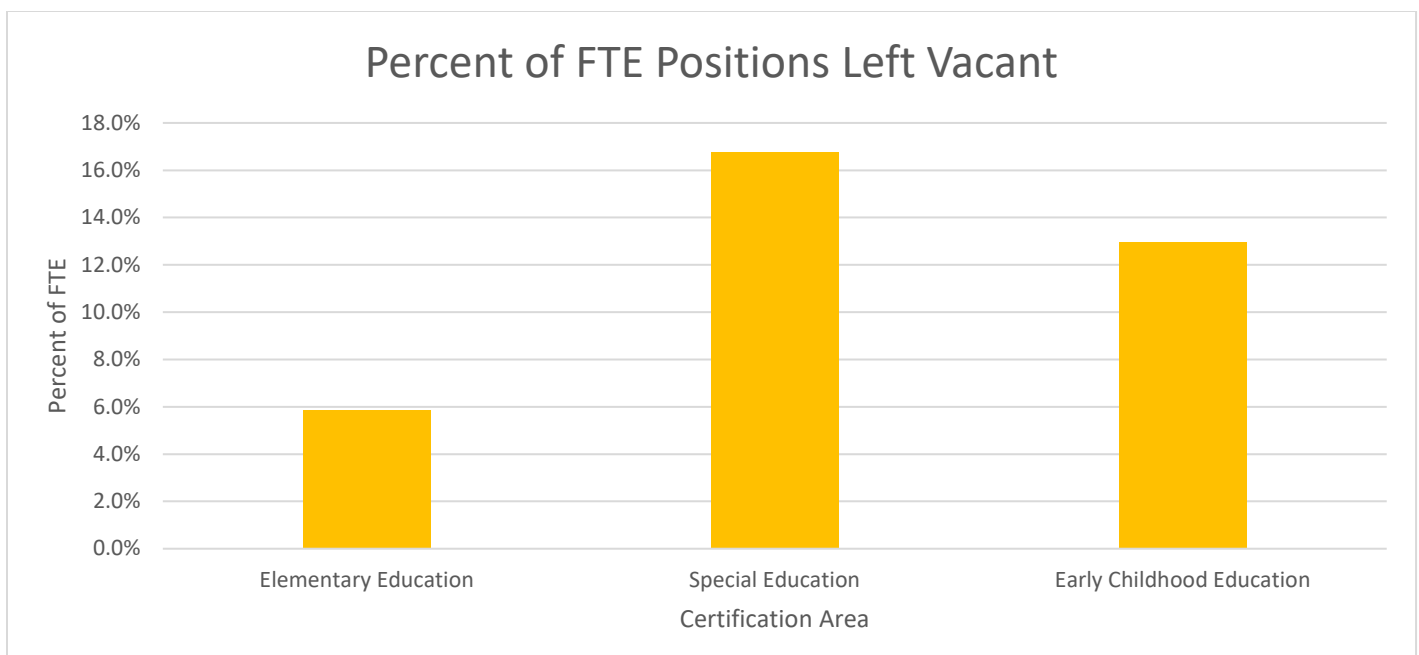
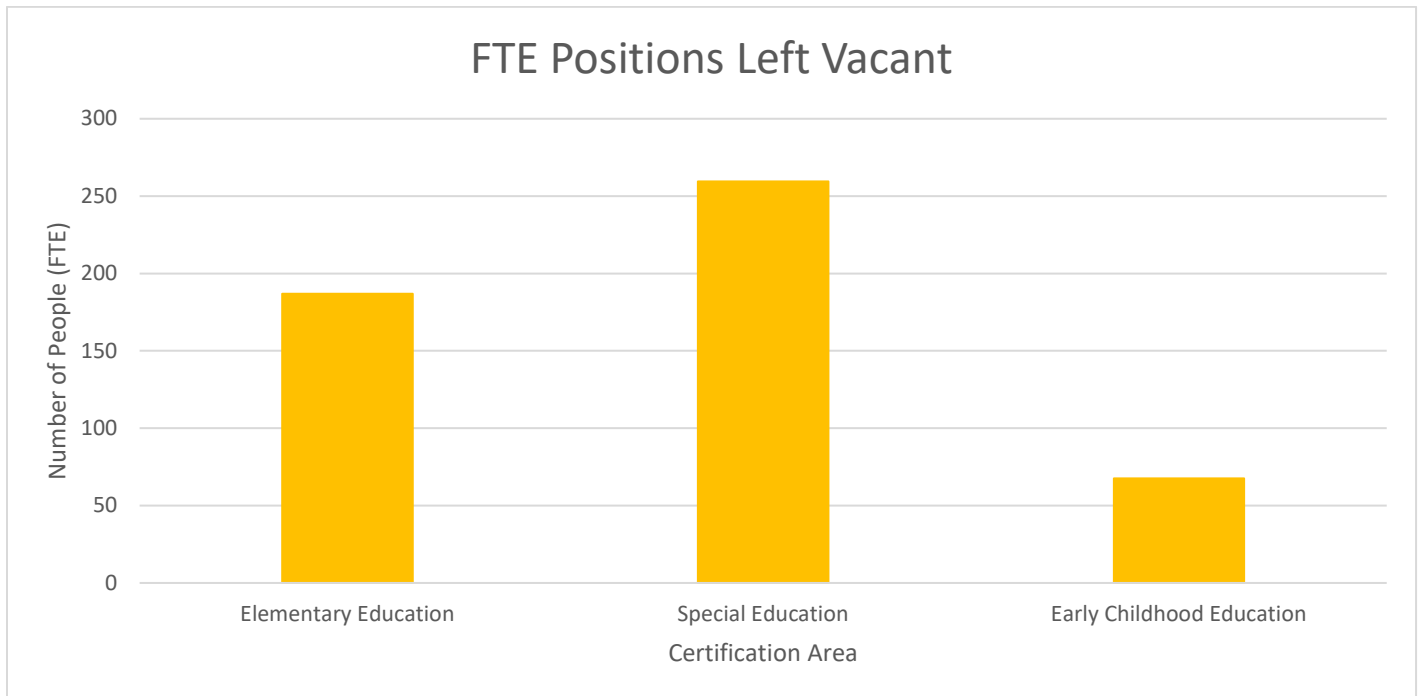
Vacancies Filled with Inappropriately Certified

The first of the following graphs shows the number of FTE vacancies filled with inappropriately certified educators for Elementary Education, Special Education, and Early Childhood Education. The second graph shows the percentage of the total vacancies for each certification area that were filled with inappropriately certified educators. For example, of the 3,190.8 total vacancies in Elementary Education, 320.0 were filled with inappropriately certified educators which is 10.0% of the total 3,190.8 vacancies in that certification area. Although Elementary has the highest number of vacancies filled with inappropriately certified FTE, Special Education and Early Childhood Education have higher percentages of FTE vacancies filled with inappropriately certified FTE.



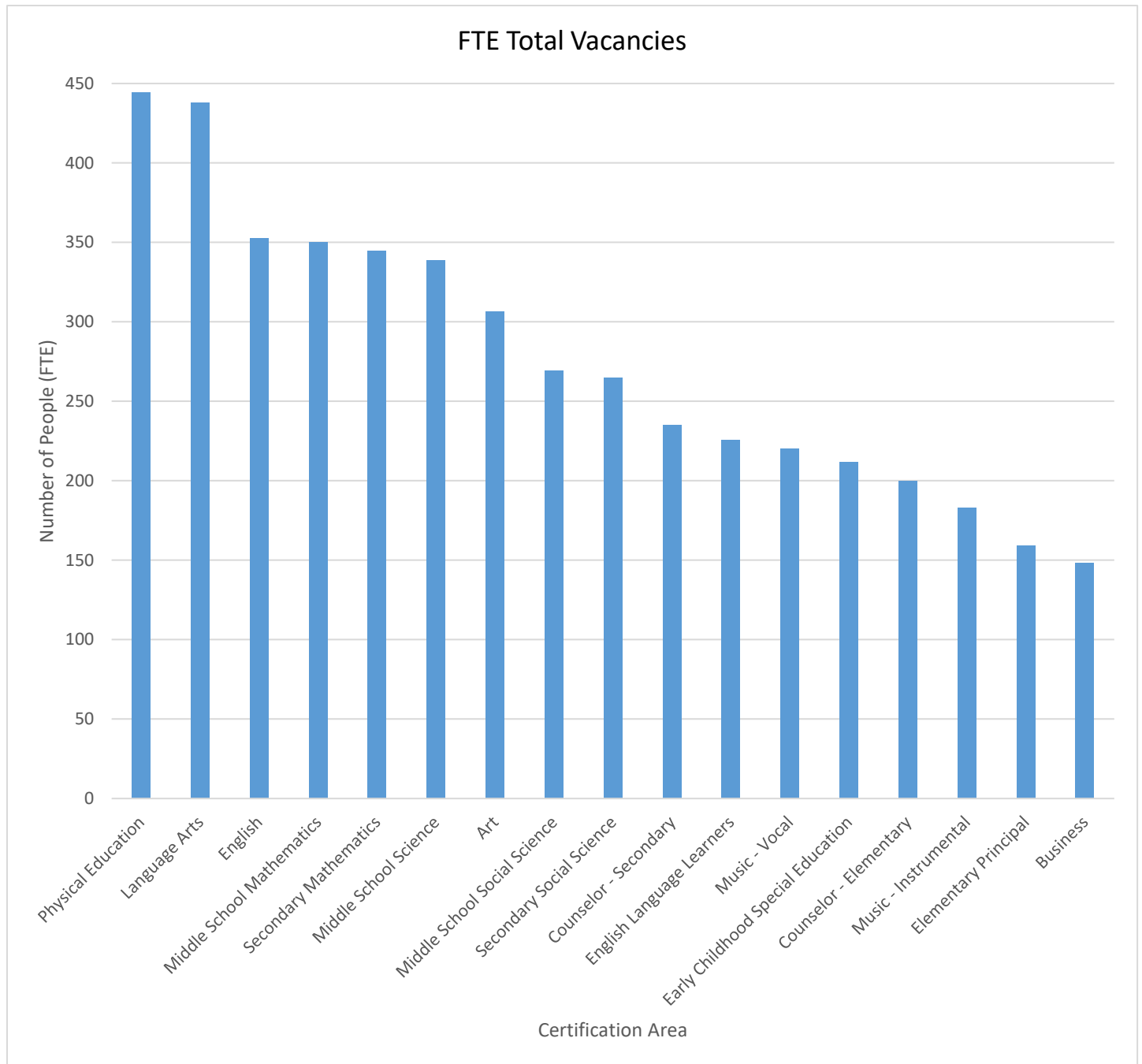
Positions Left Vacant

The first of the following graphs shows the number of FTE positions left vacant for Elementary Education, Special Education, and Early Childhood Education. The second graph shows the percentage of the total positions for each certification area that were left vacant. For example, of the 3,190.8 total positions in Special Education, 259.4 were left vacant which is 16.8% of the total 3,190.8 vacancies in that certification area. Special Education has a higher number of positions left vacant reported and also has a higher percentage of positions left vacant.



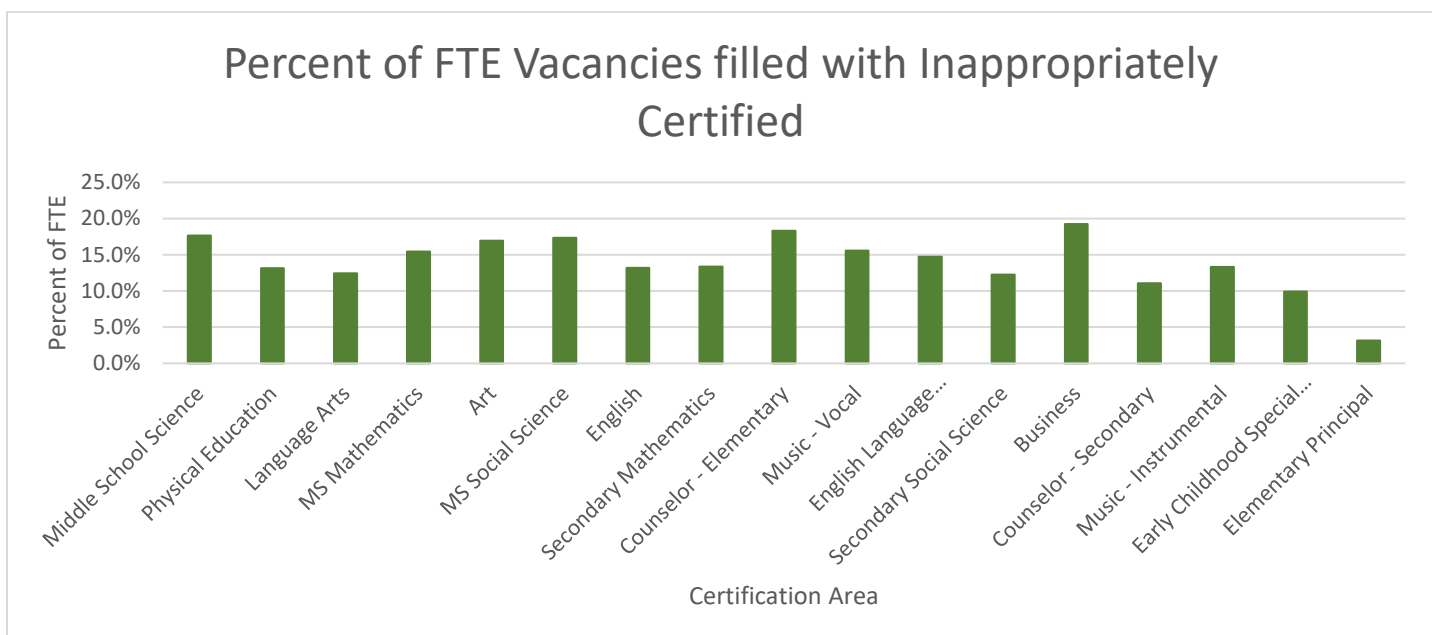
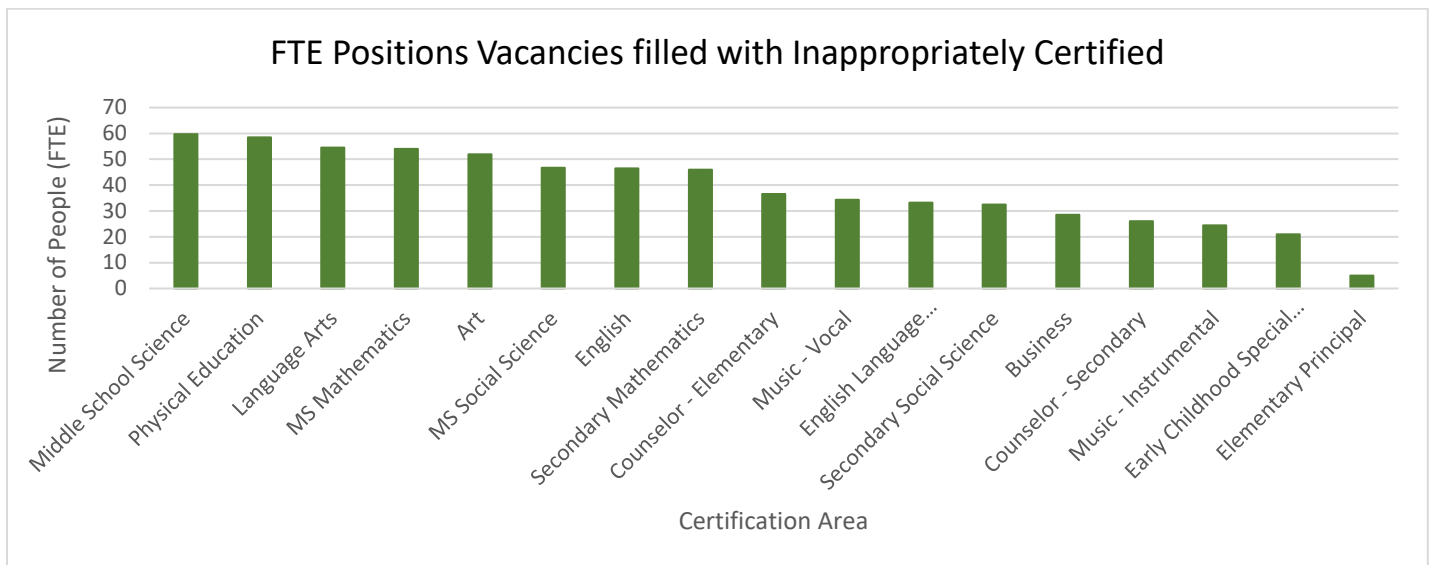
Statewide Total Vacancies Among Top 20 Certification Areas

The following graph shows the number of FTE vacancies statewide for the remaining 17 of the top 20 certification areas with the highest numbers of vacancies in the state in order from greatest to least. The scale on this graph goes from 0 - 450, compared to a scale of 0 - 3,500 on the earlier graph for Elementary Education, Special Education, and Early Childhood Education.



Vacancies Filled with Inappropriately Certified Among Top 20 Certification Areas

On the following graphs, the certification areas are ordered from greatest to least by the number of FTE vacancies filled with inappropriately certified educators. The first graph shows the number of FTE vacancies filled with inappropriately certified educators for each certification area. The second graph shows the percentage of the total vacancies for each certification area that were filled with inappropriately certified educators. For example, of the 338.9 total vacancies in Middle School Science, 59.8 were filled with inappropriately certified educators which is 17.6% of the total 338.9 vacancies in that certification area. Many certification areas with lower numbers of FTE vacancies have higher percentages of those vacancies filled with inappropriately certified educators. For instance, Business has a lower number of FTEs but has the highest percentage of FTEs filled with inappropriately certified educators.



Positions Left Vacant Among Top 20 Certification Areas

On the following graphs, the certification areas are ordered from greatest to least by the number of FTE positions left vacant. The first graph shows the number of FTE positions left vacant for each certification area. The second graph shows the percentage of the total positions for each certification area that were left vacant. For example, of the 338.9 total positions in Middle School Science, 44.5 were left vacant which is 13.1% of the total 338.9 vacancies in that certification area. Many certification areas with lower numbers of FTE vacancies have higher percentages of those vacancies filled with positions left vacant. For instance, Early Childhood Special Education and English Language Learners have lower number of positions left vacant but have the highest percentage of positions left vacant.

